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**2010 IBEW/CITY OF SAN JOSE NEGOTIATIONS
IBEW'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES**

The IBEW wishes to raise the following issues to the extent that they are mandatory subjects of bargaining:

- 1) *Modification of "Working in a Higher Classification" language.*
- 2) *State Certifications for Electricians. —*
- 3) *Implementation of Electrical Safety Rules and Standards.*
- 4) *Removal of Step increases.*
- 5) *Early buy- out of retirement using sick leave hours.*
- 6) *Addition of Aunt and Uncle to bereavement leave.*
- 7) *Modification of "Sick leave" notification language*
- 8) *Continuation of "Side letters".*
- 9) *Modification of "Educational and Professional Incentives" language to include State Certifications for Electricians.*